



HEADTEACHER APPLICATION PACK



Our big school, with a small school feel, needs a new innovator—could it be you?

The Directors of Kingsleigh Primary School are looking to appoint an enthusiastic, passionate Headteacher to lead our unique school community and inspire us to continue to improve and raise pupil attainment.

- If you want to be a part of a forward-thinking, successful school
- Pupils are happy and proud to attend. They know staff care about their well-being” - Ofsted 2023
- If you want to lead a group of enthusiastic children and dedicated staff then please come visit us and see if this could be the job for you!

Kingsleigh Primary is a large school which has worked hard to build a strong reputation and is very much a part of the local community. The school is a thriving and fun place to work and learn and we would love to have the chance to show you around our fabulous facilities.

We are looking for a headteacher who:

- Has experience of leadership across the primary phase.
- Can motivate and encourage people to go the extra mile for the pupils and families of our school.
- Can facilitate and inspire the continuation of a vibrant, stimulating and memorable curriculum whilst continuing to maintain high expectations of achievement for all pupils.
- Wants to continue to establish and build strong links beyond the school and in the local community.
- Cares for and wants to nurture the development and well-being of children and staff in their school.

In return we can offer:

- A genuinely happy and friendly school with a true family feel—come and visit us if you think it sounds too good to be true!
- Devoted and flexible staff who are always willing to go the extra mile
- Spirited, kind and eager children who love their school and work hard.
- A school that is in a strong position with a firmly rooted foundation for someone to lead from.
- A brilliant part of the country to live in with glorious beaches a stone’s throw away in one direction and the New Forest in the other.
- A fun place to work where there really never is a dull moment- have a look at our website and YouTube channel to see what we mean- www.kingsleighprimary.co.uk.



WELCOME FROM THE CHAIR OF DIRECTORS



Dear Candidate,

Thank you for your interest in our school of which I am very proud to be a part of. We hope this pack gives you a small insight into Kingsleigh Primary and shares what we are looking for in our next leader.

Kingsleigh Primary School is a four-form entry primary school that has grown rapidly over recent years. We are a stand-alone academy and part of an "Umbrella Trust" with four other Bournemouth primary schools.

As a school, we have been on a journey and are very proud of the progress we have made and the strong position we now hold. We are well known in the community for being an inclusive, welcoming and exciting school. We are looking forward to the next stage of our adventure and want a dynamic, inspirational leader who seeks to build on the many strengths of our school and develop it further.

We are looking for an individual who is committed to maintaining an ethos of support, development and challenge. Someone who is encouraging, with aspirational expectations and is driven but fun.

We feel that the best way to really see what our school is about is to take a tour of the school by contacting our Acting Headteacher, Tony Maguire, on 01202 528893 or emailing: tony.maguire@kingsleighprimary.co.uk

We would encourage you to look carefully at the job description and person specification and ensure that your application is tailored to that.

The closing date is midday on Monday 19th February 2024 and interviews will take place w/c Monday 4th March 2024.

We genuinely believe this could be the most exciting opportunity of your career so far and if you feel that way too, we can't wait to hear from you!

Rachel Cornish
Chair of Directors



Our School community

Our school motto is, "Where everyone can be great" and this philosophy underpins all that we stand for. Every pupil, member of staff, parent and wider community member plays a unique and important role in the fabric of our school.

A few years ago Rizzy Respect crashed his spaceship onto our playground and we even made the local news! Astro Aspiration was seeking help for his friends on Planet Belonging and so our key values were born...

- **RESPECT**
- **ASPIRATION**
- **BELONGING**

These values shape daily life at Kingsleigh and, we believe, instill in our children a future that we hope for all of them. A future where they aspire to the best they can be, despite obstacles that may be in their way; respect all others in their words, thoughts and actions and also know that they belong and are valued members of many groups from family and school to beyond.

PUPILS

Our pupils are fantastic but you will really have to come and meet them to see that! We have grown from a two-form to a four-form primary school in recent years. The children love their school and work hard. They enjoy the opportunities that are offered to them and know that they are safe and secure which allows them to take risks and do their best.

STAFF

The staff at Kingsleigh are fabulous and it really is like working in a giant family. Everyone is fully committed to the school and its ethos and as a result we have a stable and effective team. Staff at all levels regularly go above and beyond what could be expected of them as they are passionate about providing the children in their care with the best possible opportunities.

CURRICULUM

Kingsleigh has an exciting, personalised and ever-evolving curriculum. We are proud of the broad and balanced curriculum we offer and, in particular the specialist teaching of MFL, the arts and sports. Our topics are relevant, child-centred and flexible to allow us to continuously build in topical matters. We have worked hard to ensure our children have real life outcomes from the learning they do.

DIRECTORS

The school is well supported by our Board of Directors who are very visible within the school community.





**"Kingsleigh Primary School
is a warm and welcoming
community."
OFSTED 2023**

WHAT MAKES KINGSLEIGH KINGSLEIGH

Pupils

We like Kingsleigh because....

- We have teachers who make us feel safe and teach us well.
- If we are good we get rewarded with something.
- Our school is great because the teachers make the lessons fun.
- I feel safe and happy around all my friends and we get along very well.
- We go on interesting school trips and we have quality topics.
- Teachers understand your problems and I can be myself.
- The teachers are amazing at teaching us in lessons.

Staff

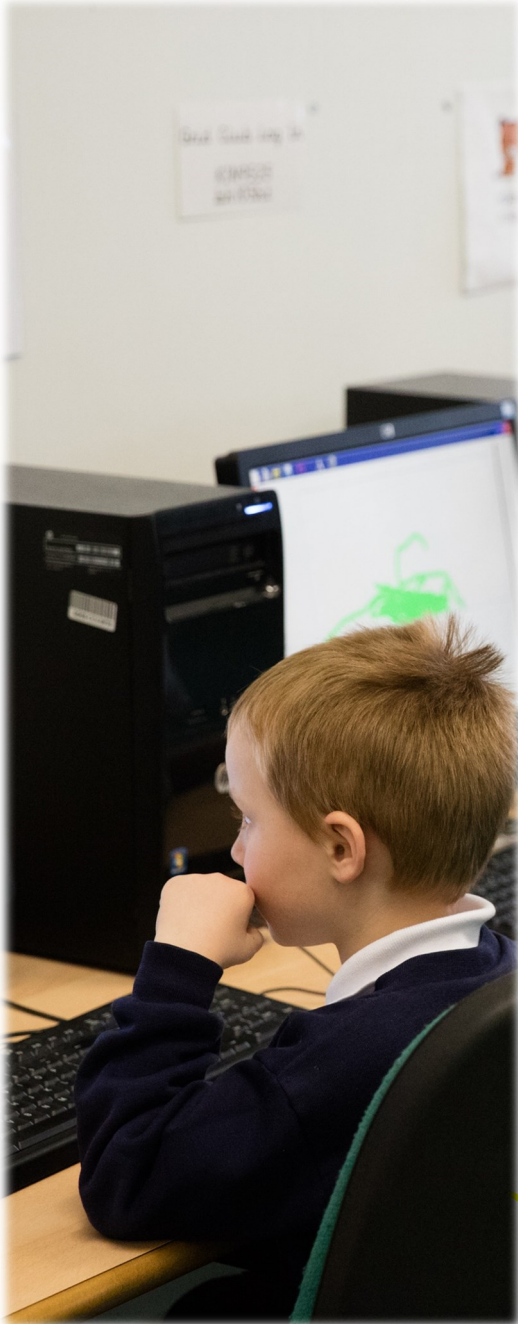
We like Kingsleigh because....

- It feels like a place where we are all equal; equally respected and valued and where everyone mucks in.
- We are all trusted to do our jobs and there is a strong team ethic.
- It is a happy, welcoming and nurturing school.
- It is a school where all the children's needs are met.
- It is a relaxed and unique place to work
- We like working at Kingsleigh as it is like being in a big family, everyone is treated equally and we are respected as professionals

Parents

We like Kingsleigh because....

- The school is warm, welcoming and inclusive.
- I cannot praise the staff enough for their dedication and commitment to all the children.
- My children feel safe and happy to come to school and this is what you really want for your child.
- It's a very friendly and welcoming school.
- My child loves being there.



Our school at a glance

Type of school	Pre-School and Primary
School category	Community
Age Range	3-11
Location	Bournemouth, Dorset
Number of children	848
Group size	5
Number of children in Pre-School	70
% Pupil Premium	36
% of children SEND	23%
% of children with EHCP	28
% of children for whom EAL	58
EYFS GLD 2023	69%
Year 1 phonics	75%
Key stage 1 results 2023	Reading 65% Writing 54% Maths 65%
Key stage 2 results 2023	Reading 76% SPAG 76% Writing 74% Maths 74% Combined 63%



We would like our new Headteacher to be....

- Driven and determined
- Have a sense of humour
- Be hands on with all areas of school life
- Demonstrate strong leadership
- Be supportive and understand
- Firm, fair and fun!

WHAT WE ARE LOOKING FOR

JOB DESCRIPTION

Salary Range: Group 5 leadership scale L25-31 £85,146 to £98,616

Main Purpose

The main role of the headteacher is to lead the school's staff and children to ensure that all pupils are able to achieve the very best they can both personally and academically. They should provide the strategic vision and guide the school forward from the strong foundation it has built.

Main duties and responsibilities

The headteacher is responsible to the Board of Directors of Kingsleigh Primary School.

The role is to fulfil the requirements and duties of a headteacher as set out in the current DfE National Standard of Excellence for Headteachers (2020) and to adopt all other current education, employment and safety legislation.

Learning and teaching

Provide a safe and secure environment where children and staff feel comfortable and are therefore most likely to perform at their very best.

Inspire, motivate and challenge all teachers to deliver high quality lessons that engage all learners and ensure that children achieve to the highest of their capabilities.

Facilitate the continued delivery of a rich and exciting curriculum that inspires all pupils and visitors to the school.

Ensure that monitoring and evaluating learning develops individuals to be the best practitioners they can be.

Ensure that school initiatives and policies are implemented, followed and reviewed regularly so that classroom practice is always evolving.

Ensure that ambitious rates of progress and attainment are aspired to by all children, including those with additional needs and vulnerabilities.

Acknowledge excellence and challenge poor performance across the school.

Promote an "open door" policy where classroom practice is visible and people are willing to share and develop good practice.

Further develop systems within the school to ensure the consistent, timely and effective evaluation of staff performance and development. To supervise and participate in the deliverance of performance appraisals.

Ethos and Direction

Create a welcoming, inclusive, supportive and empathetic school which so many of our key stakeholders value so highly.

Continue to build the school as a centre for the community it serves.

Support the work of the Septenary Trust through collaboration with our four other partner schools.

Actively promote the values of aspiration, belonging and respect in all aspects of leading the school and maintain the Rights Respecting ethos that already exists.

Leadership and Management

Be a visible and inspirational leader to the staff, pupils and parents of the school.

Support and develop the leadership team in following a shared vision which means all pupils in the school have a high quality education and leave our school having achieved their potential.

Manage the school's resources effectively so that the school's priorities and goals are met.

Manage the school site so that the environment is organised and stimulating and reflect the high standards of the school.

Manage their own work-life balance and actively promote a healthy work-life balance to all staff.

Work with a range of support staff within school and a number of agencies from outside of school to support children, especially those who are vulnerable.

Ensure that the tracking of children's achievements is recorded and evaluated regularly and confidently use school data to inform future targets for the school.

Community and Partnership

Communicate effectively, with all key parties, the direction of the school so that everyone is informed and part of the journey.

Attend all scheduled meetings of the Board of Directors, delivering & presenting a Headteacher report in connection with their responsibilities regularly, or as requested.

Build on the partnerships that have been established with local schools to actively promote Kingsleigh as a school that is outward looking, particularly with the sharing of good practice.

Further develop a curriculum that reaches beyond the school gates and has an impact on the wider community that the school serves.

Develop positive relationships with parents but also challenge them and support staff when necessary.

Be proud of Kingsleigh and be an active ambassador of the school.

Take a full and active role in all areas of school life.



HEADTEACHER PERSON SPECIFICATION

E = Essential Criteria , D = Desirable Criteria

QUALIFICATIONS, EXPERIENCE AND TRAINING

• Graduate level qualification or equivalent and QTS	E	
• Substantial and successful experience of teaching across the primary age range to include at least some in a challenging school catchment.	E	
• Successful senior leadership EITHER as the Headteacher of a school or as a Deputy Headteacher in a 3-form entry or larger primary school.		D
• Evidence of relevant professional development.	E	
• NPQHL or other relevant qualifications		D

KNOWLEDGE OF UNDERSTANDING AND SKILLS

• A thorough understanding of child protection and safeguarding statutory guidance.	E	
• Proven ability to demonstrate and share a whole school strategic vision which has had a successful impact on the school.	E	
• Proven ability to evaluate a schools strength and plan a visionary future, including an ability to be brave in the current educational climate.	E	
• Proven ability to interpret and analyse data at all levels of the primary phase and use this in a meaningful way to hold people to account, raise standards and identify future plans.	E	
• Have a working knowledge of the curriculum from EYFS to Year 6 and experience of evaluating and developing teaching and learning across the primary age range.		D
• Proven ability to facilitate the design and delivery of a broad and balanced curriculum that meets the needs of all children.	E	
• Proven ability to encourage staff to develop and try new ideas so as to nurture a culture of innovation and forward-thinking practice.	E	

HEADTEACHER PERSON SPECIFICATION

E = Essential criteria , D = Desirable Criteria

KNOWLEDGE OF UNDERSTANDING AND SKILLS

<ul style="list-style-type: none"> Proven ability to motivate all staff to develop their teaching skills and strive to deliver outstanding lessons whilst maintaining a work-life balance. 	E	
<ul style="list-style-type: none"> Experience of working within a challenging catchment where children are potentially vulnerable and have a range of learning and personal needs. 	E	
<ul style="list-style-type: none"> Experience of successfully managing behaviour at a whole school level. 	E	

QUALITIES

<ul style="list-style-type: none"> Able to create a warm and welcoming environment which actively encourages participation from parents and other stakeholders. 	E	
<ul style="list-style-type: none"> An ability to remain unbiased, objective and even-handed, particularly under pressure and regardless of your own opinion. 	E	
<ul style="list-style-type: none"> A desire to be the visible leader of a school both within and outside of Kingsleigh. 		D
<ul style="list-style-type: none"> An ability to actively promote the values of aspiration, belonging and respect. 	E	
<ul style="list-style-type: none"> A desire to lead by example, want to be one of the team and when necessary not take yourself too seriously! 		D
<ul style="list-style-type: none"> An ability to show resilience, flexibility and to deal with complexity and challenge. 	E	
<ul style="list-style-type: none"> Actively promote a school that is inclusive of all children and celebrates children's uniqueness. 	E	



HOW TO APPLY

Please visit us so that you can see the school for yourself. Contact Tony Maguire, Acting Headteacher on 01202 528893 or email tony.maguire@kingsleighprimary.co.uk to arrange an appointment.

Please complete the application form accompanying this pack and send it to the school address below or electronically to kim.bainton@kingsleighprimary.co.uk

Application closing date: Midday on Monday 19th February 2024

Interviews: w/c 4th March 2024

Start date: September 2024 (or earlier if available)

Kingsleigh Primary School

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Bournemouth

Dorset

BH10 5HT

01202 528893

www.kingsleighprimary.co.uk

